

EXHIBIT 2

	Tax Component Award on Updated Backpay and Compensatory Damages									
	Monetary relief and taxes prior to tax component award									
						A	B	C	D	E
						Total	Backpay	Interest	Compensatory Damages	Punitive Damages
1					Monetary relief	\$350,736	\$44,758	\$5,979	\$150,000	\$150,000
2					Tax	\$97,302	\$12,417	\$1,659	\$41,613	\$41,613
3					Tax rate (A2 divided by A1)	27.742%				
4					Preliminary after tax amount (subtract A2 from A1)	\$253,434				
5										
6	Tax component award for backpay									
7										
8					Preliminary after tax amount (A4) plus taxes on backpay (B2)	\$265,851				
9					Grossed-up total that is \$265,851 after tax	\$369,839				
10					Tax	\$103,988				
11					After tax (subtract A10 from A9)	\$265,851				
12					Tax component award for backpay	\$19,103	<------(difference between A1 and A9)			
13										
14	Tax component award for compensatory damages									
15										
16					Preliminary after tax amount (A4) plus taxes on compensatory damages (D2)	\$295,048				
17					Grossed-up total that is \$295,048 after tax	\$414,757				
18					Tax	\$119,709				
19					After tax (subtract A18 from A17)	\$295,048				
20					Tax component award for compensatory damages	\$64,020	<------(difference between A1 and A17)			
21										
22	Total tax component award for backpay and compensatory damages					\$83,123				